



George Brown microelectronics students tour auto electronic plant. 3



GBC President Frank Sorochninsky answers questions at Change Forum. 4



Michael Cooke, Co-Ordinator, Change Project, at Change Forum. 4

city college news

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A Bulletin For And By George Brown Employees



College staff at the post-forum reception celebrating the 20th Anniversary of the For You Program, and the 25th Anniversary of The Redirection Through Education (RTE) Program. (From left) back row: Heather Rapoport, RTE Professor; Susan Heximer, RTE Co-ordinator; Shane Connors, For You Professor; Joanne Park, former For You Professor (currently employed at Toronto East General Hospital); Jon Lightman, RTE Co-ordinator; Carolyn Skelly, RTE Professor; Keith Nickson, RTE Professor. Front row: Christine Mountstevens, For You Co-ordinator; Constance Schwenger, RTE founder; Nilli Gayler, RTE Professor; Rosalind Gilbert, RTE Professor; Layne Mellanby, RTE Professor; Helen Mayers, For You Professor; Maureen Griffenham, RTE Secretary.

College presents lively forum about mental health

Thirty per cent of all Ontario employees currently on long-term disability are there due to their mental health, not their physical health. This was just one of the sobering facts that were shared with the 300-person audience at The Michener Institute for Applied Health Sciences, on Monday, October 25, as George Brown presented a one-day forum, "Mental Health in the Next Millennium: From Restraint to Responsiveness." The highly successful event was organized by the staff of the Redirection Through Education (RTE) and The For You programs.

The forum had a dual purpose: first, to inform both the public and various members of the local media about critical issues facing mental health consumer/survivors in Ontario; and second, to address what changes are needed to improve mental health services.

See *Lively Forum*, pg. 7

Safety a priority at George Brown

A recent event at the College has sparked a renewed focus on the safety and security of its students and staff. On Monday, November 1 at 1:30 p.m., at the College's Faculty of Hospitality and Tourism (300 Adelaide St. East), a female student was confronted by two men in a main stairwell of the building and taken to a remote stairwell, where she was sexually assaulted. The two assailants, described as white, clean shaven, and 20-22 years of age, are currently at large and being sought by Metropolitan Toronto Police.

The College responded immediately by providing both the student and her family with counselling services, and issuing alerts in all buildings describing the two assailants in detail. Additional security guards were added at every campus. Open forums were held at all campuses to inform students, staff and faculty in an interactive setting, and answer questions on-the-spot. At the St. James forum, held in the Student Lounge on Wednesday, November 10, Bob Struthers, Vice-President of Corporate Services and External Relations, was on hand to provide information and answers, along with a Metropolitan Toronto Police constable, members of the College's Counselling and Career Services

department, including Franky Chemin, Student Success Co-ordinator, Counsellors Barb Simmons and Lois Athanasia, St. James Campus Operations Manager Dave Rideout, and two representatives from the Student Association — Vice-President Elizabeth Antunes, and Executive Director Wayne Poirier.

The College administration is treating this issue as a very serious matter. According to Michael Cooke, Dean of Community Services and Health Sciences, and a member of the College's Diversity, Safety & Equity Committee, "this situation has created an increased consciousness that the learning environment must be safe and secure." To demonstrate their commitment to improve both safety and security, College Council has asked the Committee to make it a priority to look at the policy framework, and ensure that staff training is effective, timely and current.

Also on the agenda of the Management Committee is a plan to increase security measures. Some steps have already been taken: the number of security guards has been increased at all campuses; additional "Safety Tips" posters have been put up in all buildings; and planning has begun to increase

See *Safety Priority*, pg. 8



from the president

Frank Soroichinsky

As we work together to bring about positive change—academic excellence, service excellence, superior learning and working environments—I'm buoyed by some of my recent experiences around the College.

I attended the 'World Mental Health Day' forum put on by our Faculty of Community Services and Health Sciences. The forum was 'sold out,' attracted mental health service providers, consumers and educators, and drew attention to the serious and unresolved issues in mental health and our community response to them.

The Remembrance Day play, sponsored by our Performing Arts faculty, entitled 'Somme Letters Home' starred Jenn McGraw and Richard Cronin. It was an opportunity to see two of our very accomplished graduates "in action," in a very moving play. I only wish more people from the college community had attended.

Just yesterday I picked up a copy of 'Intervention,' a journal published by the Canadian Child Care Federation. The journal, which focuses on child care issues, is published quarterly and has a circulation of 8,000. 'Intervention' features 'IDEAS' (Infant Daycare Education Advocacy and Support) edited by Marie Goulet, a faculty member in our Early Childhood Education program.

I recently met with two Technology faculty members as a follow up to our 'Building Our Future' forums. I very much appreciated their frankness, their dedication to our students and to working to make their Faculty and this College something to be proud of.

Last night I attended the opening of the Ontario Colleges' Marketing Competition organized by Suzanne Kavanagh from Business. The 'can do' attitude and enthusiasm displayed by students from George Brown and colleges across the province was truly energizing.

I'm looking forward to attending a fundraising dinner organized by Hospitality faculty in support of our culinary students who will represent Canada in the Culinary Olympics.

The World Mental Health Day forum is an example of our faculty taking the lead in critical community issues. The Remembrance Day play is an example of the high quality work of our graduates. The IDEAS journal is an example of faculty creating an important connection between George Brown and the communities we serve.

My discussion with Technology faculty members is an example of their ability to set aside past disappointments, and maybe even anger, in the interest of students and a better future. The Ontario Colleges' Marketing Competition is an example of our faculty taking the lead in a provincial event that brings out the energy and enthusiasm of our students and broadens their learning experience. The Culinary team is an example of faculty and students working together on a world stage.

These are but a few examples we can all be proud of and learn from.

Quality Plan focuses on programs, services

George Brown is moving ahead this year with two dozen strategies to improve the quality of its programs, services and facilities.

Activities range from new professional development opportunities for faculty, and the re-development of math and English tutorial centres for students, to a new high-end graphics lab, and washroom renovations.

The strategies are part of a Quality Improvement Plan the college launched two years ago. Based on input from the Student Association, College departments, and the Board of Governors at the time, the plan includes seven key initiatives:

- 1) improve program quality;
- 2) increase flexibility of delivery and program paths for students;
- 3) develop testing and assessment capability for English and math;
- 4) improve service in Learning Resource Centres;
- 5) improve service to students regarding registration and records services;
- 6) invest in capital equipment;
- 7) improve condition of physical facilities.

Three new initiatives have been added to the plan for the 1999/2000 year: Improve opportunities for students to complete programs; improve student advisement; and improve work search and employment services to students.

According to a report issued this fall by Academic Vice-President Maureen Callahan, the Quality Improvement Plan has played an important role in a wide variety of changes at the College over the past year, including:

- program research and development in the Faculties of Technology, Business and Creative Arts, and Health Sciences and Community Services;
 - development of a new program review system;
 - curriculum adjustments to ensure that all programs meet College Standards and Accreditation Council (CSAC) requirements including general education and generic skills;
 - faculty secondments to develop innovative approaches to teaching and learning, through the Centre for Learning Innovations and Academic Development;
 - the addition of fast-track program options;
 - the implementation of mature student testing for admissions, and placement testing in English and math for all post-secondary students;
 - longer hours for libraries and open access computer labs and additional funds for updating library collections;
 - new lab facilities for Personal Support Worker, Graphic Design, Tool and Die, and Hospitality students; and
 - the hiring of more cleaning staff.
- Quality Improvement strategies for the current year include:
- increasing the number of full-time faculty teaching English, communications and general education;
 - offering new professional development opportunities for teachers in classroom assessment, co-operative learning, and problem-based learning;

See *Quality*, pg. 8

Piano Technology program moving to Western

The University of Western Ontario in London and George Brown are working together to preserve an internationally-respected program that trains piano technicians. Starting September 2000, the Piano Technology program, which has been taught at George Brown since 1977, will relocate to Western's Faculty of Music.

"Western is the ideal setting for this program, because the needs of the music industry have evolved over the years," says Jeffrey Stokes, Dean of Western's Faculty of Music. "The relocation will provide a stimulating and challenging environment for piano technicians, performers and faculty members to interact on a regular basis."

Only four other schools in the world offer such a program, and George Brown's program was the only one of its kind in Canada. "For 22 years, George Brown has enjoyed an international reputation and has produced qualified graduates who are working in the profession," says Paul Carder, Dean of George Brown's Faculty of Business and Creative Arts. "The relocation of this program to Western will ensure that qualified piano technicians are available in the province."

The program is to provide students with the knowledge, skills and expertise needed to maintain, repair and tune pianos, particularly to the standards required by concert pianists. Students at Western will study full-time for one year, earning a certificate. George Brown's program was two-years long, leading to a diploma. Program co-ordinator Anne Fleming-Read will head the program at Western.

Students interested in registering for the program should call (519) 661-4008. The Faculty of Music is offering the program in partnership with the Western Centre for Continuing Studies.

Education cutbacks no cause for alarm

In a recent discussion with a representative from the Ministry of Training, Colleges and Universities, George Brown President Frank Sorochinsky learned how the cutbacks in education will actually affect the College.

"The \$300 million targeted savings plan, announced in provincial legislature on Thursday, November 18, is actually slated to come from administrative savings on a proportionate basis," according to Sorochinsky. "This will have an effect of about \$90,000 to \$100,000 for George Brown College," he adds.

The overall operational funding level for the next fiscal year (which begins on April 1, 2000) has not yet been announced, and is expected by the end of December, or early in January of next year.

Regarding further details, Sorochinsky promises that he will, "keep staff and faculty informed as we learn more."



Students from George Brown microelectronics, mechanical engineering, and electronics programs toured the advanced manufacturing facilities at Visteon Automotive Systems in late August. Students not only observed the processes involved in microelectronics manufacturing, but were able to find out about employment opportunities and salaries.

Fall 1999 enrolment stable

The number of students who enrolled for George Brown post-secondary programs starting in Fall 1999 is about the same as the Fall 1998 figures, according to Fahida Hanif, Registrar. And for continuing education students, Hanif notes that Fall 1999 enrolment is also about the same as last year.

In Fall 1999, the College enrolled 9,291 new and returning full-time students. The Fall 1998 figure is 9,218 students. The number of Continuing Education students enrolled for Fall 1999 is 11,647. The Fall 1998 figure is 11,745 students.

The latest Ontario Colleges' Application Service (OCAS) "Full-Time Post-Secondary Enrolment Report," released on November 21, 1999, shows that across the province the number of new students who applied to post-secondary institutions for Fall 1999 fell from the same period last year. This Fall, 83,503 people applied to Ontario Colleges, a decrease of 4.2 per cent.

Correction

Program Review alive and well

Contrary to a reference in the editorial of the Special Issue of City College News in November, program review at George Brown is alive and well.

Working with a new set of guidelines, program review teams are quietly at work in faculties across the College. "The process now is more effective, and geared to feasible action plans and change," says Academic Vice-President Maureen Callahan.

CHANGE PRO FORUM

Q & A

On each day of the recent "Building Our Future" forums at the Toronto Colony Hotel, held on October 28 and 29, the College's Management Committee sat on stage and answered questions posed to them by a number of staff and faculty. Responding to questions were Frank Sorochinsky, President; Maurcen Callahan, Vice-President, Academic; Bob Struthers, Vice-President, Corporate Services; Sally Roy, Vice-President, Human Resources; and Michael Cooke, Dean, Community Services and Health Sciences.



President Frank Sorochinsky answers a question from the floor.

Issues of concern were as diverse as the College's student body, and included training of part-time staff, fiscal responsibility, and the accountability for and management of change.

Here is the first installment in a series of the most thought-provoking questions and answers. **Q Do you have a blueprint for this project? How do we know it won't fail?**

A (Michael) This is likely the most commonly held question and concern — 'where's the beef?' Or for the vegetarians, 'where's the tofu?' We clearly have to follow through. By organizing these two days, we've simply upped the ante — we made it very, very public what people's concerns are and what we need to do. We have to demonstrate follow-up or else the skepticism will go off the end of the meter. We will have a regular monthly report sent to the entire College community about the commitments we have made, which will be put together by the implementation committee. And every division is developing its own action plan. Accountability, a high level of communication, and real, measurable results must be there in both the short and long term, or else the 'emperor has no clothes'.

Q How will the results of this project be measured?

A (Michael) People will be invited to take part in cross-functional committees to work on various parts of the change project. The first opportunity will be on November 19th and 20th — the "action planning days" — when we will take all the information from these two days and start boiling that down to an action plan that will be announced in late November or early December. And then an implementation committee will carry that plan forward. Other visible opportunities are KPIs and staff surveys.

Q Does the management committee understand the management of change that is necessary to implement these changes?

A (Frank) I see it as bringing people together early on in the process so that we're exchanging information and taking advantage of different perspectives that exist in the College, so we're not taking them in isolation. So there is a process going on that is not reliant on my management of change — I'm an important part of it, but just a part of it. We are relying on you to help. I think there's a

recognition that change takes a lot of people to make if it's going to be realistic, lasting and important, because it's going to affect the very same people who are bringing it about. It's a participatory process and I think we need to earn respect for our ability to manage that, by showing small improvements quickly. Each little step allows us to go a long way.



Michael Cooke, Co-Ordinator, Change Project, speaks at the forum.

Q We all need to change. How do we know which ways we need to change?

A (Michael) The KPIs last year showed very clearly how the students wanted us to change. We will continue our regular dialogue with student groups around the College and with the Student Association. Of course, there will be a new round of KPI surveys done in February 2000 and the students, I'm sure, will give us a clear opinion of both how we are doing so far and what should be next on the agenda.

J E C T U P D A T E

Building Our Future forums: saying thanks

The College forums held at the Toronto Colony Hotel on October 28 and 29 — “Building Our Future: A Focus on Renewal” — would not have been such a success without the overwhelming support of the approximately 800 staff and faculty who participated. Your presence showed your commitment to beginning the process of change, growth and improvement at George Brown College.

Thanks, first of all, to those individuals from outside the College whose efforts led to a seamless two days: Kathleen Howard, President of Kathleen Howard & Associates; Diane Abbey-Livingston, an independent consultant; and Ron Butcher, Director, Client Services, Right Associates.

And a huge thanks must also go to the many staff, faculty and student organizers and facilitators who made this momentous event possible:

- The Management Committee — Maureen Callahan; Michael Cooke; Sally Roy; Frank Sorochinsky; and Bob Struthers;
- The Project/Facilitation Team — Michael Cooke; Pat Goyette; Susan Heximer; and Jacqueline MacNeil;
- The Design Team — Kathleen Alexander; Paul Carder; Wayne Chan; Frankly Chernin; Fran Dungey; Judith Halovanic (no longer at George Brown); Nicole

- Hamilton; Fahida Hanif; Suzanne Kavanagh; Ed Ksenych; Stephen Langley; Cynthia McDonald; Hercilia Medeiros; John Price; Drew Saver; Tom Tomassi; and John Wills;
- The Logistics Team — Alex Barbier; Carolyn Grayston; Kathy Kendall; Jacqueline MacNeil; Marilyn Rinaldo; and Dominica Semplicio;
- The Table Guides — Corey Bentley; Mandy Bonisteel; Robin Buyers; Patricia Chomey-Rubi; Kimm Culkin; Sandy Fishleigh; Bruno Fullone; Bernhard Gaidosch; Mary Gazel; Rosalind Gilbert; Fahida Hanif; John Hardy; Janice Henty; Susan Heximer; Rick Kelly; Felice Markowicz; Nicki Monahan; Catherine Newman; Brenda Pipitone; Paula Price; Mark Pundzius; Anne Sardo; E. Elaine Smith; Rosalie Starkey; Anne-Marie Stoneburgh; Lynn Wilson; Hilde Zimmer; Ruth Acton; Judi Linton; Marjorie McColl; Joy McKinnon; Cal Shaw; Colin Simpson; Doug Stulla; Susan Stylianous; Nola Todd; and David Wolfman;
- The Registration Team — Kathleen Alexander; Ian Ashworth; Miriam Baichman; Bob Barnett; Jim Barron; Stephen Burr; Suzanne Kavanagh; Geoffrey Lough; Carol MacDonald; Cynthia McDonald; Neil McGillivray; Margaret Moran; Paul Price;

As we go forward

It has been almost one month since the “Focus on Renewal” forums, and Michael Cooke, Co-ordinator of the Change Project, has had some time to reflect on those two days. “I am continually surprised and delighted to see the impact of the forums on how people feel,” he says. “There is a new sense of energy and hope in many places.”

At the same time, Cooke is fully aware of the fact that the staff have high expectations for the future—a future they believe should include meaningful, visible changes that will positively impact their daily lives.

On November 19 and 20, the Design Team, along with 100 staff members from across the College, will review more than 150 pages of material from the forums and recommend actions that will make George Brown a superior college (see story page 6). Following that, a report will be circulated to all staff and the

President will appoint the Implementation Committee.

“I’m confident that within three months, most staff in the College will be able to name two to three major changes that are directly impacting the quality of their work and the morale in their area,” states Cooke.

Continuing the momentum generated by the forums will be a challenge. Cooke believes that success depends on excellent communication, clear direction, demonstrated results and tangible evidence of the College’s commitment to change. If the Change Project is successful, it will be easy to measure: student, and staff, and faculty satisfaction rates will soar.

Cooke is adamant about academic excellence being the ultimate goal of the Change Project. “George Brown College exists to provide superior learning results for our students. All of our efforts must be directed towards that goal. If we all work together, we will succeed.”

For more information about the Change Project, call Michael Cooke at ext. 2569.

Marilyn Rinaldo; Sylvia Rossi; Linda Santino; Erik Simundson; Patricia Stutino; and Yasmin Walli;

- The Administration/Promotion Team — Kathleen Alexander; Carol MacDonald; Rachele Maciel; Hercilia Medeiros; Margaret Moran; John Price; Marilyn Rinaldo; Ruth Morayniss; and Lisa Bischoff;
- Student Assistants — Phu Nguyen; Dave Murray; Nitsa

Intounas; Jun Song; Nadia Dannish; Ryan Kelly; Dave MacDonald; Tankia Awosika; Amy Song; and Yan Feng.

For more information about the Change Project, call Michael Cooke, at ext. 2569.

Note: Our apologies to anyone we may have missed.

Change Project Update continued

Putting Goals Into Action: November 19 & 20

Change is tiring. Ask the Management Committee who stayed up past midnight considering and developing responses to the key actions recommended by participants on the November 19 Action Planning Day. Ask Kathleen Howard, the facilitator, and her team who engineered the activities of November 19 and 20. Ask the 100 staff members who volunteered their time to help foster the changes needed at George Brown College over the foreseeable future.

Despite the air of weariness as the weekend progressed, there was a strong sense of focus and commitment from everyone in the room. "Everyone who came wants the changes to happen," explains Vicki Koch, Professor, School of Interdisciplinary Studies.

Those changes, while in some cases slow to come, have a good chance of becoming reality primarily because of the people and the events that transpired over the last four days of the "Building Our Future" Events. The 175 pages of reports from October 28 and 29 were analyzed and brought forward to the staff on November 19 and 20. Over the course of those two days, action plans were drawn, timelines were suggested, and a course of renewal was firmly set in place.

For some, the planning couldn't happen fast enough. "I was ready to get down to more serious business right away," said Tony Hassel, Production Technologist with Educational Resources, Casa Loma Campus. Friday, November 19 began with exercises that would set the groundwork for the

weekend. President Frank Sorochinsky began the work by outlining the parameters for decisions: budget and funding formulas, the College's Mission Statement and Strategic Direction and the commitment to academic excellence as our number one priority. It wasn't until later in the afternoon that the focus shifted to the development of action plans.

Saturday morning led off with the delivery of "citations" to those the group believed contributed to the positive atmosphere and service in the College. A sense of collaboration and sharing came through as Athletics and Student Life Manager Alex Barbier, Interdisciplinary Studies Professor Ed Ksenych, Dean of Community Services and Health Sciences Michael Cooke (2 kudos), the Management Committee (2 kudos), Telecommunications Officer Gail Leonardo, Faculty of Community Services and Health Sciences Administrative Assistants Kathleen Alexander (3 kudos) and Dawn Zimmer, Registration and Information Services Assistant Jane Dietrich, Faculty of Technology Professor Gary Smith, Vice-President of Corporate Services and External Affairs Bob Struthers, President Frank Sorochinsky, Faculty of Hospitality and Tourism Administrative Assistant Hercilia Medeiros, Accounts Receivable Manager Cristina Grossi, and everyone at the two Action Planning Days were recognized by their peers.

When Frank took the microphone again, it was to outline the Management Committee's feedback to the action goals the staff had developed on Friday. From a desire for more autonomy and responsibility, to increased academic excellence and the creation of a Human Resources strategy, the goals were specific and clear.

Michael Cooke, who is also Coordinator of the Change Project, stressed that the biggest challenge for the Management Committee in reporting back to the staff was the need to respond with integrity, with clarity and to provide enough direction for further action. "We needed to show a commitment to the ideas, clarify the challenges and provide information on what the Management Committee needs to make final decisions."

Everyone on the Management Committee was impressed with the quality of the responses, and agreed with their need for incorporation into the College's future. Bob Struthers indicated that "it was a pleasure to see that the proposals didn't add up to a series of big-ticket items the College couldn't possibly afford. Most are immediately doable." In particular, he added, "the search for autonomy indicates a real desire for change." Sorochinsky agreed, stating that autonomy was "at the heart of our being able to go forward". Bob Banks, a Technician at Casa Loma Campus, who had come up with the autonomy idea, felt particularly proud. "I was elated. My idea got 73 dots (from the staff). I made a difference!"

The bulk of the morning's activities centered on an extremely detailed response to the Management Committee's approval of goals. Staff were asked to provide methods for delivery of the goals, six, 12 and 18-month success parameters, outcomes, and individual actions. When done, members of the Management Committee joined the tables to hear the results, provide immediate feedback and offer advice if needed. In most cases, just one well-worded question moved those at the table to create more concrete solutions.

As the morning ended, the tables merged for five minutes to share their results, and then were given five minutes to design a

creative way to recognize their fellow table's work. Responses ranged from poems laid with humour to flying airplanes with messages and post-it note "jewellery". The warmest response came when the entire group joined in on a chorus of "For they are high-tech fellows..." (sung to "For they are jolly good fellows...") to praise the computer technology wizards at George Brown.

While every exercise was not equally successful, it was clear that the final efforts of the two days would go a long way towards the fulfillment of a need for change. The Management Committee publicly announced the ensuing steps for the Change Process: a complete Action Plan by December 15, 1999, with timelines, accountability, and measurements; development of an Implementation Committee within ten days; development of departmental working groups; creation of college-wide strategic groups by January 2000; a detailed Communications Plan by January 2000; and a full report on November 19 and 20 within ten days.

Yes, there were those who still needed to see concrete results before completely "buying in", but Sorochinsky was adamant that he was "not going to allow cynicism to stop him from making the changes that have to be made."

As for Cooke, his passion, commitment and enthusiasm came through strongly as he thanked everyone for their hard work. Using the analogy of biking up a long hill, he explained the dismay of looking ahead and feeling as if you had accomplished nothing, but then looking back and realizing how far you'd come. While he "felt the weight of the expectations" of all staff and students, he also felt "a tremendous sense of excitement and pride" as the weekend drew to a close.

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Lively Forum

The day began with opening remarks by College President Frank Sorochinsky, followed by two very informative panels that sparked significant audience participation. The panels were entitled "Future Directions in Mental Health" and "Mental Health and the Media: Marketing Madness?", and moderated by ex-MPP David Reville, one of the founders of the local mental health consumer/survivor movement, and Andy Barrie, host of CBC Radio's *Metro Morning*.

Fourteen distinguished panelists, such as University of Toronto lecturer Dr. Deborah Levine, Dr. Stephen Connell, psychiatry chair for the Ontario Medical Association, and Globe and Mail columnist Robert Fulford, shared unique viewpoints. After the panels, Michael Cooke, Dean of Community Services & Health Sciences, provided closing remarks that quite succinctly summed up the major themes that were presented.

The forum ended with a sneak preview of a powerful and poignant documentary, "Working Like Crazy," by Sky Works Productions, about the struggles and triumphs of several individuals who have found career success working for consumer/survivor businesses.

In the audience were Toronto Star journalist Joey Slinger, journalist Nora McCabe, and Toronto Star columnist Jim Coyle, who wrote a very compelling piece that ran on the front page of the Star's "Greater Toronto" section the next day (Tuesday, October 26).

For more information about the RTE, call Susan Heximer at ext. 2328. For information about The For You program, call Chris Mountstevens at ext. 4519.

George Brown participates in national student fair

Universities from across Canada and a handful of colleges, including George Brown, were represented at the "1999 Student Fair," held on November 12 and 13 at Toronto's Metro Toronto Convention Centre.

Aimed at high school students and their parents, the two-day free event was promoted as a place where one could find, "Informative seminars, useful resources, and free information."

"It was a wonderful opportunity for interested students to talk directly to faculty and get first-hand information, as opposed to a generic overview about the College," according to Peggy Bloom, Recruitment Co-ordinator and organizer of the George Brown booth at the Fair. "I was also very pleased to note how many George Brown faculty and staff were able to participate and provide such a strong showing for the College," adds Bloom.

This is the first annual Student Fair. It took place in Vancouver as well (on November 9 and 10). A seminar, "Careers of the Future," was presented twice daily for all interested attendees.

At the George Brown booth, staff and faculty handed out about 300 Full-Time Programs Guides, and over 100 Continuing Education Course Guides. In addition, nearly 150 ballots were filled out by visitors to the booth. Two winners were drawn and their prizes were dinner for two at Seigfried's Dining Room, plus a George Brown sweatshirt.

Looking ahead to next year's fair, Peggy has some comments: "The biggest problem I found was timeliness — it should be earlier in the fall for a better turn-out. All universities and colleges had already penetrated the high school market by the time this fair happened, and the vital information had been disseminated."

To this point, Peggy has been visiting Ontario high schools for presentations and panel discussions since mid-September, and the Ontario universities fair took place in September.

"It was a wonderful opportunity for interested students to talk directly to faculty and get first-hand information, as opposed to a generic overview about the College."

—Peggy Bloom, Recruitment Co-Ordinator

Peggy Bloom would like to thank the following people for their participation: Yasmin Walli, Communications & Marketing; Jeffrey Dyson, Communications & Marketing; Heather Donovan, Faculty of Business & Creative Arts (BCA); Rick Kelly, Faculty of Community Services & Health Sciences (CSHS); Mala Sooran, CSHS; Rob Barnett, Faculty of Technology (Tech.); Ian Ashworth, Tech.; Kathy Lees, CSHS; Georgia Quartato, CSHS; Betty Smith, BCA; Marilyn Rinaldo, Tech.; Betty Jean Landry, CSHS; Patricia Chorney Rubin, CSHS; Felice Markowicz, CSHS; Penny Morris, CSHS; Anya Wood, Tech.; William Juranic, Tech.; Jerry Johnson, BCA; and Hassan Adan, Tech. student.

For more information, call Peggy Bloom at ext. 2267.

college calendar

DECEMBER

8—Board of Governors Meeting. Faculty of Hospitality and Tourism building, 300 Adelaide St. E., Room 310. All staff and students are welcome to attend. For more information, call Jacqueline MacNeil at ext. 4472.

8 and 14—5:30 p.m.: Free True Colors® Workshop. A three-hour interactive assessment workshop. Led by George Brown's Lisa Trudel, it will help you understand yourself and others, and discover your characteristics that influence career decisions. Open to the public. Enrolment is limited. To register, call (416) 415-2000, ext. 3444.

9—8:45 a.m.: College Council Meeting. Faculty of Hospitality and Tourism, 300 Adelaide St. E., Room 310. All staff and students are welcome to attend. For more information, call Council Chair Stephen Burt, at ext. 2231.

11—Annual George Brown Staff Children's Party. The organizing committee is looking for volunteers to help set up and clean up after this year's party at Casa Loma campus. Call Rachele Maciel, at ext. 2474 for information.

11 and 18—George Brown Theatre presents *The Paper Bag Princess*, based on stories by Robert Munsch. Shows will be at Hart House Theatre, 7 Hart House Circle, University of Toronto. Tickets are \$7 for the general public and \$5 for George Brown staff and students. For tickets, call the Hart House Theatre box office, at (416) 978-8668.

16—Start-Up 2000 Volunteers Needed. The Registrar's Office invites all interested staff and faculty from the St. James Campus to assist with helping monitor the line-ups at the St. James Registration Centre, during Start-Up 2000 (Monday, January 3 until Friday, January 14, inclusive). A minimum commitment of your time is a block of two hours. To sign up for the Start-Up Training Session (December 16, 9 a.m. to 11 a.m., in the Casa Loma Bell Lab), please call Sofia Rauth, at ext. 4496, by November 30.

25—Christmas Day Dinner Volunteers Needed. George Brown needs 80 to 100 volunteers to help cook, serve and clean up at the Christmas dinner held at Seigfried's Dining Room. More than 600 underprivileged people are expected to attend. Volunteers are needed between 7 a.m. and 3 p.m. Call ext. 2239, and leave your name and phone number.



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Safety Priority

security on a permanent basis, as well as install more emergency telephones and video cameras around the College.

Bob Struthers advises, however, that, "we all have to think hard each day about our personal safety. No public building in Toronto can be made completely safe. Our best form of security is the eyes and ears of students, staff and faculty."

The Diversity, Safety and Equity Committee met on Wednesday, November 17 to discuss next steps around safety and security at the College. They also appointed members to form a sub-committee that will focus exclusively on this issue, and make recommendations to College Council at its next meeting, scheduled for Thursday, December 9.

For more information, call Mary Samuel, Chair of the Diversity, Safety and Equity Committee, at ext. 4646.

Continued from page 2

Quality Improvement Plan

- developing a pilot program with course-based delivery;
- offering students more alternative delivery courses and program options;
- launching an advisement program for mature applicants who are ineligible for entry;
- increasing audio-visual capability for teaching purposes, particularly in large classrooms;
- providing better space and service options for registration and financial aid; and
- continuing to build on last year's initiatives.

For more information about the Quality Improvement Plan, call Wendy Lang-Dalby at ext. 4479.

City College People

New Academic Staff:

Karen Walker, Counsellor, Student Affairs.

New Support Staff:

Antonella Bonasoro, Support Services Officer, Centre for Continuous Learning; Deborah Fulford, Support Services Officer, Faculty of Business and Creative Arts; Julio Garza, Technologist, Faculty of Technology; Natasha Ghir, Clerk, Call Centre; Denise Pollard-Larocque, Technician, Faculty of Community Services and Health Sciences; Sophie Wong, Clerk, Registrar's Office.